


REVISED

COUNTY OF MILWAUKEE
Department of Human Resources
INTER-OFFICE COMMUNICATION

DATE : May 2, 2013
To : Committee on Finance, Personnel & Audit
FROM : Rick Ceschin, Deputy Director of Human Resources 
SUBJECT : **Informational Report for 05/16/2013**
Finance, Personnel & Audit Committee Meeting

Attached are a series of informational reports listing various personnel transactions that the Director of Human Resources intends to approve for implementation.

These reports (*reclassifications, advancements within the pay range, reallocations, and revisions to Executive Compensation Plan [ECP]*) are provided in accordance with the provisions of Chapter 17 and may be included on the agenda of the May 16, 2013 Finance, Personnel & Audit Committee Meeting for informational purposes.

In the event the Finance, Personnel & Audit Committee takes no action, the transactions noted on the reports will be implemented.

RC:jam

Copy: HR Managers

AMENDED

Finance, Personnel & Audit Committee Meeting Compensation Report May 2013

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.
(Reclassifications, Advancements Within The Pay Range and Reallocations)
*Change in Duties has to reflect a weight of 25% or more.

Item #	ORDINANCE TYPE	REQUESTOR	ORG	CURRENT	RECOMMENDED	NO. OF POSITIONS	CURRENT		RECOMMENDED		JUSTIFICATION		
				JOB CODE / POSITION #	JOB CODE / POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE			
1	RECLASSIFICATION 17.05	CBD	1040	0000067 / 000001	00055730 / 000001	1	04PM	01	\$29,016.42	27	01	\$53,021.70	*Change in Duties, Job Classification [Secretarial Assistant to Contract Coordinator]
								02	\$30,040.61		02	\$55,421.39	
								03	\$31,064.59		03	\$57,826.70	
								04	\$32,088.78		04	\$60,579.17	
								05	\$33,112.98		05	\$63,273.18	
								06	\$34,136.75				
								07	\$35,160.94				
								08	\$36,184.72				
								09	\$37,209.33				
2	RECLASSIFICATION 17.05	COMPROLLER	3700	00004605 / 000004	00004431 / 000001	1	32M	01	\$63,133.62	31M	01	\$60,232.02	*Change in Duties, Job Classification [Accounting Manager to Accounting Supervisor]
								02	\$65,974.48		02	\$63,133.62	
								03	\$68,873.38		03	\$65,974.48	
								04	\$71,721.10		04	\$68,873.38	
								05	\$75,175.98		05	\$71,721.31	
3	RECLASSIFICATION 17.05	COMPROLLER	3700	00004120 / 000001	00004200 / 000019	1	14	01	\$34,847.70	17	01	\$37,908.42	*Change in Duties, Job Classification [Accountant 1 - Fiscal Affairs to Accountant 2]
								02	\$35,910.78		02	\$39,068.64	
								03	\$36,927.49		03	\$40,172.70	
								04	\$37,908.42		04	\$41,335.84	
								05	\$39,068.64		05	\$42,936.61	
4	RECLASSIFICATION 17.05	COMPROLLER	3700	00012220 / 000013	00012245 / 000001	1	33JM	01	\$57,667.38	36M	01	\$75,175.98	*Change in Duties, Job Classification, Retention and Recruitment [Fiscal Management Analyst 3 & Capital Finance 3 to Budget and Management Coordinator]
								02	\$60,232.02		02	\$78,631.90	
								03	\$63,133.62		03	\$82,032.08	
								04	\$65,974.48		04	\$85,490.08	
								05	\$68,873.38		05	\$88,948.70	
								06	\$71,721.10				
								07	\$75,175.98				
								08	\$78,631.90				

AMENDED

Finance, Personnel & Audit Committee Meeting Compensation Report May 2013

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation. The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.
(Reclassifications, Advancements Within The Pay Range and Reallocations)
*Change in Duties has to reflect a weight of 25% or more.

Item #	ORDINANCE TYPE	REQUESTOR	ORG	CURRENT	RECOMMENDED	NO. OF POSITIONS	CURRENT		RECOMMENDED		JUSTIFICATION		
				JOB CODE / POSITION #	JOB CODE / POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE			
5	RECLASSIFICATION 17.05	COMPTROLLER	3700	00012220 / 000014	00012245 / 000002	1	33JM	01	\$57,667.38	36M	01	\$75,175.98	*Change in Duties, Job Classification, Retention and Recruitment [Fiscal Management Analyst 3 to Budget and Management Coordinator]
								02	\$60,232.02		02	\$78,631.90	
								03	\$63,133.62		03	\$82,032.08	
								04	\$65,974.48		04	\$85,490.08	
								05	\$68,873.38		05	\$88,948.70	
								06	\$71,721.10				
								07	\$75,175.98				
								08	\$78,631.90				
6	RECLASSIFICATION 17.05	COMPTROLLER	3700	00012243 / 000001	00012245 / 000003	1	33JM	01	\$57,667.38	36M	01	\$75,175.98	*Change in Duties, Job Classification, Retention and Recruitment [Capital Finance 3 to Budget and Management Coordinator]
								02	\$60,232.02		02	\$78,631.90	
								03	\$63,133.62		03	\$82,032.08	
								04	\$65,974.48		04	\$85,490.08	
								05	\$68,873.38		05	\$88,948.70	
								06	\$71,721.10				
								07	\$75,175.98				
								08	\$78,631.90				
7	REALLOCATION 17.055	CBD	1040	00080004 / 000001	N/A	1	901E	MIN	\$60,756.80	902E	MIN	\$77,376.00	Market Alignment for Recruitment / Duties Equitable to Peer Job Classifications
								MID	\$74,838.40		MID	\$96,012.80	
								MAX	\$88,940.80		MAX	\$114,649.60	
								\$87,000.00			TBD		
8	REALLOCATION 17.056	DHR	1140	00076520 / 000001	N/A	1	915E	01	\$60,757.63	902E	MIN	\$77,376.00	Market Alignment for Recruitment / Duties Equitable to Peer Job Classifications
								02	\$63,795.26		MID	\$96,012.80	
								03	\$66,833.94		MAX	\$114,649.60	
								04	\$69,871.15		\$96,000.00		
								05	\$72,909.41				
								06	\$75,188.67				
								07	\$77,466.48				
								08	\$78,985.30				

AMENDED

**Finance, Personnel & Audit Committee Meeting
Compensation Report
May 2013**

In accordance with the provisions of Chapter 17 of the Milwaukee County General Ordinances, the Director of Human Resources intends to approve for implementation.
The Department of Administration has verified that funds are available within the adopted budget to cover the cost associated with these actions.

(Reclassifications, Advancements Within The Pay Range and Reallocations)

*Change in Duties has to reflect a weight of 25% or more.

Item #	ORDINANCE TYPE	REQUESTOR	ORG	CURRENT	RECOMMENDED	NO. OF POSITIONS	CURRENT		RECOMMENDED		JUSTIFICATION		
				JOB CODE / POSITION #	JOB CODE / POSITION #		PAY RANGE	ANNUAL PAY RATE	PAY RANGE	ANNUAL PAY RATE			
9	REALLOCATION 17.057 / ADVANCEMENT WITHIN THE PAY RANGE 17.10	COMPTROLLER	3700	00076980 / 000002	N/A	1	915E	01	\$60,757.63	916E	01	\$68,407.66	Market Alignment for Recruitment / Duties Equitable to Peer Job Classifications
								02	\$63,795.26		02	\$71,828.22	
								03	\$66,833.94		03	\$75,248.16	
								04	\$69,871.15		04	\$78,668.72	
								05	\$72,909.41		05	\$82,089.28	
								06	\$75,188.67		06	\$84,654.75	
								07	\$77,466.48		07	\$87,219.81	
								08	\$78,985.30		08	\$88,930.19	
10	REALLOCATION 17.057 / ADVANCEMENT WITHIN THE PAY RANGE 17.10	COMPTROLLER	3700	00004605 / 000001 & 2	N/A	2	32M	01	\$63,133.62	916E	01	\$68,407.66	Market Alignment for Recruitment / Duties Equitable to Peer Job Classifications
								02	\$65,974.48		02	\$71,828.22	
								03	\$68,973.38		03	\$75,248.16	
								04	\$71,721.10		04	\$78,668.72	
								05	\$75,175.98		05	\$82,089.28	
											06	\$84,654.75	
											07	\$87,219.81	
											08	\$88,930.19	
11	REALLOCATION 17.058	DAS - FACILITIES	5700	00080035	N/A	1	902E	MIN	\$77,376.00	903E	MIN	\$97,260.80	Market Alignment for Recruitment / Duties Equitable to Peer Job Classifications
								MID	\$96,012.80		MID	\$118,830.40	
								MAX	\$114,649.60		MAX	\$140,420.80	
								No Incumbent in Position			No Incumbent in Position		

RECLASS
 DAS FISCAL FORM
 4/25/2013

RECLASSIFICATION DAS FISCAL FORM
 Department: Community Business Development Partners
 Date of Reclassification Request: April 24, 2013
 Date of anticipated reclassification: May 25 2013

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2013 total	Annual Total
EXISTING POSITION(S)															
1	1040	1041	00067	Secretarial Asst NR	04PM	9	1	1.0	17.89	1,431	109	802	16	37,487	60,916
													SUBTOTAL:	37,487	60,916
RECLASSIFICATION POSITIC(N)(S)															
1	1040	1041	55730	Contract Coordinator	27	1	1	1.0	25.49	2,039	156	897	16	49,471	80,391
													SUBTOTAL:	49,471	80,391
													TOTAL COST:	11,984	19,475

* Pension Fixed Rate for 2013 = 15.51% of salary

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS: Yes

DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes

COMMENT/NARRATIVE (optional):


 FISCAL AND BUDGET ADMINISTRATOR

4/25/13
 DATE

RECLASS
DAS FISCAL FORM
4/25/2013

REALLOCATION DAS FISCAL FORM
Department: Community Business Development Partners
Date of Reallocation Request: April 24, 2013
Date of anticipated reallocation: May 26 2013


Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2013 total	Annual Total
EXISTING POSITION(S):															
1	1040	1041	80004	Exdir1-Adsec-Dir Dbd	901E	-	1	1.0	41.83	3,346	256	1,099	16	75,223	122,238
													SUBTOTAL:	75,223	122,238
REALLOCATION POSITION(S):															
1	1040	1041	TBD	Exdir1-Adsec-Dir Dbd	902E	-	1	1.0	41.83	3,346	256	1,099	16	75,223	122,238
													SUBTOTAL:	75,223	122,238
													TOTAL COST:	0	0

* Pension Fixed Rate for 2013 = 15.51% of salary

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE REALLOCATION? Yes

DOES DAS APPROVE THE ABOVE MENTIONED REALLOCATION? Yes

COMMENT/NARRATIVE (optional): The current rate of the incumbent is within the new pay range. No information was provided regarding where the incumbent would be placed in the reallocated range, therefore the current rate was used. If the incumbent were placed at the top of the reallocated range, the estimated impact would be \$20,956 in the current year and \$34,053 in the subsequent year.


FISCAL AND BUDGET ADMINISTRATOR

4/25/14
DATE

RECLASS
DAS FISCAL FORM
4/24/2013

REALLOCATION DAS FISCAL FORM
Department: Human Resources
Date of Reclass Request: April 24, 2013
Date of anticipated reclasses: May 16, 2013

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2013 total	Annual Total
EXISTING POSITION(S):															
1	1140	1143	76520	Employment Relations Manager	915E	8	1	1.0	38.54	3,083	236	1,059	11	48,157	113,826
													SUBTOTAL:	48,157	113,826
RECLASS POSITION(S):															
1	1140	1143	76520	Employment Relations Manager	902E	n/a	1	1.0	46.15	3,692	282	1,153	11	56,406	133,323
													SUBTOTAL:	56,406	133,323
													TOTAL COST:	8,249	19,497

* Pension Fixed Rate for 2013 = 15.51% of salary

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS. Yes

DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes

COMMENT/NARRATIVE (optional): This analysis includes a 1.5% wage increase in Pay Period 12 per the 2013 Adopted Budget. The incumbent is currently at the top step of Pay Range 915E (\$61,669 to \$80,170) and, if approved, will be reallocated to an annual salary of \$96,000 (within the range of \$78,537 to \$116,369 in 902E). HR indicates the incumbent plans to retire in June 2013. This Fiscal Note was prepared under the assumption that the new employee will be hired at the same salary as the incumbent. If the employee is hired at a different level, the fiscal impact will also change accordingly. If the employee is hired at the maximum of Pay Range 902E, the estimated annual fiscal impact of this request is \$18,862 in the current year and \$44,583 in the subsequent year.



FISCAL AND BUDGET ADMINISTRATOR

4/24/13

DATE

RECLASS
DAS FISCAL FORM
4/24/2013

RECLASSIFICATION DAS FISCAL FORM

Department: Department of Health and Human Services

Date of Reclass Request: May 16, 2013

Date of anticipated reclasses: May 27, 2013

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2012 total	Annual Total				
EXISTING POSITION(S)*																			
1	3700	3758	04120	Accountant 1 - Fiscal Affairs	14	1	1	1.0	16.75	1,340	103	208	16	26,411	42,918				
RECLASS POSITION(S)*																			
1	3700	3758	04200	Accountant 2	17	1	1	1.0	18.23	1,458	112	226	16	28,731	46,688				
														TOTAL COST:				2,320	3,770

* Pension Fixed Rate for 2013 = 15.51% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS. Yes

DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes

COMMENT/NARRATIVE (optional):


FISCAL AND BUDGET ADMINISTRATOR

4/24/13
DATE

RECLASS
DAS FISCAL FORM
4/24/2013

RECLASSIFICATION DAS FISCAL FORM
Department: Department of Health and Human Services
Date of Reclass Request: May 16, 2013
Date of anticipated reclasses: May 27, 2013

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2012 total	Annual Total		
																TOTAL COST:	
EXISTING POSITION(S):																	
1	3700	3758	04605	Accounting Manager	32M	1	1	1.0	30.35	2,428	186	378	16	47,665	77,781		
RECLASS POSITION(S):																	
1	3700	3758	04431	Accounting Supervisor	31M	1	1	1.0	28.96	2,317	177	359	16	45,650	74,182		
														TOTAL COST:		(2,215)	(3,599)

* Pension Fixed Rate for 2013 = 15.51% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS? Yes
DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes
COMMENT/NARRATIVE (optional):


FISCAL AND BUDGET ADMINISTRATOR

4/24/13
DATE

RECLASS
DAS FISCAL FORM
4/24/2013

RECLASSIFICATION DAS FISCAL FORM
Department: Department of Health and Human Services
Date of Reclass Request: May 16, 2013
Date of anticipated reclass: May 27, 2013

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2012 total	Annual Total
EXISTING POSITION(S):															
1	3700	3752	12243	Capital Finance Planning Analyst	33JM	7	1	1.0	36.14	2,891	221	448	16	56,976	92,587
RECLASS POSITION(S):															
1	3700	3752	12245	Budget and Management Coordinator	36M	4	1	1.0	41.10	3,287	252	510	16	64,794	105,290
														7,817	12,703

* Pension Fixed Rate for 2013 = 15.51% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS.

Yes

DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS?

Yes

COMMENT/NARRATIVE (optional):


FISCAL AND BUDGET ADMINISTRATOR

4/24/13
DATE

RECLASS
DAS FISCAL FORM
4/24/2013

RECLASSIFICATION DAS FISCAL FORM

Department: Department of Health and Human Services

Date of Reclass Request: May 16, 2013

Date of anticipated reclasses: May 27, 2013

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2012 total	Annual Total	
EXISTING POSITION(S):																
1	3700	3751	12220	Fiscal and Management Analyst	33JM	8	1	1.0	37.80	3,024	231	469	16	59,596	96,843	
RECLASS POSITION(S):																
1	3700	3751	12245	Budget and Management Coordinator	36M	4	1	1.0	41.10	3,288	252	510	16	64,794	105,290	
														TOTAL COST:	5,198	8,447

* Pension Fixed Rate for 2013 = 15.51% of salary (No impact on Health Insurance of this action)

**

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS? Yes

Yes

DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes

Yes

COMMENT/NARRATIVE (optional):


FISCAL AND BUDGET ADMINISTRATOR


DATE

RECLASS
DAS FISCAL FORM
4/24/2013

RECLASSIFICATION DAS FISCAL FORM
Department: Department of Health and Human Services
Date of Reclasp Request: May 16, 2013
Date of anticipated reclasses: May 27, 2013

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTEs	Hourly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2012 total	Annual Total
EXISTING POSITION(S)*															
1	3700	3751	12220	Fiscal and Management Analyst	33JM	8	1	1.0	37.80	3,024	231	469	16	59,596	96,843
RECLASS POSITION(S)*															
1	3700	3751	12245	Budget and Management Coordinator	36M	1	1	1.0	36.14	2,891	221	448	16	56,976	92,587
														(2,619)	(4,256)

* Pension Fixed Rate for 2013 = 15.51% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS: Yes
DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes
COMMENT/NARRATIVE (optional):


FISCAL AND BUDGET ADMINISTRATOR

4/24/13
DATE

RECLASS
DAS FISCAL FORM
4/24/2013

RECLASSIFICATION DAS FISCAL FORM

Department: Department of Health and Human Services

Date of Recl. Request: May 16, 2013

Date of anticipated reclasses: May 27, 2013

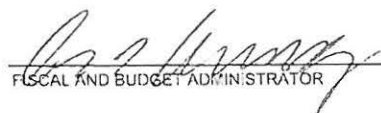
Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No. of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining	2012 total	Annual Total	
EXISTING POSITION(S):																
6	3700	3758	76980	Accounting Manager - DOA	915E	7	1	1.0	37.24	2,979	228	452	16	58,712	95,408	
RECLASS POSITION(S):																
6	3700	3758	76980	Accounting Manager - DOA	916F	6	1	1.0	40.70	3,256	249	505	16	64,160	104,261	
														TOTAL COST:	5,448	8,853

* Pension Fixed Rate for 2013 = 15.51% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS: Yes

DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes

COMMENT/NARRATIVE (optional):


FISCAL AND BUDGET ADMINISTRATOR

4/24/13
DATE

RECLASS
DAS FISCAL FORM
4/24/2013

RECLASSIFICATION DAS FISCAL FORM

Department: Department of Health and Human Services

Date of Reclass Request: May 16, 2013

Date of anticipated reclasses: May 27, 2013

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTFs	Hrly Rate						2012 total	Annual Total
										Biweekly Salary	Social Security	Fringe Benefits**	Pay Periods Remaining			
EXISTING POSITION(S)*:																
1	3700	3757	04605	Accounting Manager	32M	5	2	1.0	30.14	2,891	221	448	16	113,953	185,173	
RECLASS POSITION(S)*:																
1	3700	3757	04605	Accounting Manager	916E	6	2	1.0	40.70	3,256	249	505	16	128,321	208,522	
										TOTAL COST:				14,368	23,348	

* Pens on Fixed Rate for 2013 = 15.51% of salary (No impact on Health Insurance of this action)

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS: Yes

DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes

COMMENT/NARRATIVE (optional):


FISCAL AND BUDGET ADMINISTRATOR

4/24/13
DATE


RECLASS
DAS FISCAL FORM
4/29/2013

RECLASSIFICATION DAS FISCAL FORM
Department: Department of Administrative Services
Date of Reclass Request: April 24, 2013
Date of anticipated reclasses: May 28, 2013

Item	Org Unit	Low Org	Title Code	Position Name	Pay Range	Step	No of Positions	FTEs	Hrly Rate	Biweekly Salary	Social Security	Fringe Benefits*	Pay Periods Remaining	2013 total	Annual Total	
																TOTAL COST:
EXISTING POSITION(S)*																
1	5700	5701	00080035	ExtD-2 Facilities Management Director	MIN		1	1.0	\$37.20	2,976	228	1,042	16	67,929	110,385	
2					MID		1	1.0	\$46.16	3,693	282	1,153	16	82,054	133,338	
					MAX		1	1.0	\$55.12	4,410	337	1,254	16	96,179	156,291	
													**SUBTOTAL:	82,054	133,338	
RECLASS POSIT.ON(S)*																
1	5700	5701	TBD	TBD	MIN		1	1.0	\$46.76	3,741	286	1,161	16	83,000	134,875	
2					MID		1	1.0	\$57.13	4,570	350	1,289	16	99,348	161,441	
					MAX		1	1.0	\$57.51	5,401	413	1,418	16	115,712	188,031	
													**SUBTOTAL:	99,348	161,441	
													TOTAL COST:		17,294	28,102

* Pension Fixed Rate for 2013 = 15.51% of salary
**SUBTOTALS reflect the MID pay range

DOES THE DEPARTMENT HAVE SUFFICIENT FUNDS FOR THE RECLASS. Yes
DOES DAS APPROVE THE ABOVE MENTIONED RECLASSIFICATIONS? Yes
COMMENT/NARRATIVE (optional): Both positions have additional and higher level responsibilities


FISCAL AND BUDGET ADMINISTRATOR

4-29-13
DATE

REVISIONS TO Executive Compensation Plan (ECP) REPORT
Finance, Personnel & Audit Committee Meeting
May 16, 2013

Currently, there are no "Revisions to ECP" to report.